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Message Text

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PAGE 01 STATE 252661

12
ORIGIN SIG-02

INFO OCT-01 ISO-00 PER-01 A-01 SS-15 AF-04 NEA-06 EUR-12

RSC-01 /043 R

DRAFTED BY S/IG:JRUCHTI
APPROVED BY S/IGLJRUCHTI
S/IG - MR. MOORE (DRAFT)
AF/EX - MR. BRADFORD (DRAFT)
NEA/EX - MR. WALKER (DRAFT)
EUR/EX - MR. RATTRAY (DRAFT)
---------- 126361
R 152212Z NOV 74
FM SECSTATE WASHDC
TO AMEMBASSY BEIRUT
AMEMBASSY DAKAR
AMEMBASSY PARIS
AMEMBASSY RABAT
AMEMBASSY ROME
AMEMBASSY TUNIS
INFO AMCONSUL CASABLANCA

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E.O. 11652:ADS, DECLAS 12-31-74
TAGS: AMGT - FR, LI, LB, TS, MO, SG, MO
SUBJECT:EVALUATION OF PERSONNEL ADMINISTRATION OF
FOREIGN SERVICE LOCAL EMPLOYEES

TO: AMBASSADOR FROM ACTING INSPECTOR GENERAL
1. SUMMARY. A SPECIAL INSPECTION TEAM OF TWO MEN WILL MAKE A SHORT TRIP TO SELECTED POSTS IN EUR, NEA, AND AF DECEMBER 7 - 19 TO OBTAIN POSTS' AND FSLE VIEWS ON THE DEPARTMENT'S POLICIES AND SYSTEM FOR PERSONNEL ADMINISTRATION OF FSLES. THIS IS NOT IN ANY WAY A REGULAR INSPECTION. YOUR POST HAS BEEN SELECTED BECAUSE IT IS REPRESENTATIVE OF SEVERAL CRITERIA WHICH THE TEAM NEEDS TO CONSIDER IN FORMING AN ASSESSMENT. I WILL
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PAGE 02 STATE 252661

APPRECIATE ANY HELP YOU CAN GIVE THE TEAM. THE KINDS OF

Declassified/Released US Department of State EO Systematic Review 30 JUN 2005

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INFORMATION THEY REQUIRE ARE DESCRIBED BELOW. END SUMMARY

2. THE TEAM CONSISTS OF INSPECTORS JAMES R. RUCHTI AND ROBERT E. GRANICK. IT WILL WISH TO CONSULT YOU, YOUR AMERICAN STAFF, AND YOU LOCAL STAFF ON A RANGE OF MATTERS AFFECTING FSLES. IT IS INTERESTED IN: THE POLICIES AND GUIDELINES USED IN SUPERVISING AND ADMINISTERING FSLES; THE TRENDS OF LOCAL RECRUITMENT, UTILIZATION, COMPENSATION AND BENEFITS; THE TRAINING OF FSLES; AND THE POST'S FUTURE NEEDS FOR LOCAL MANPOWER. IT WILL WISH TO SAMPLE FSLE VIEWS AND OPINIONS OF THEIR STATUS AND THEIR EMPLOYMENT WITH THE FOREIGN SERVICE.

3. THE TEAM WILL BE IN YOUR COUNTRY ABOUT TWO DAYS MAXIMUM. IT WILL SEPARATE AFTER VISITING PARIS AND ROME, WITH ONE INSPECTOR (RUCHTI) GOING TO BEIRUT AND TUNIS AND THE OTHER (GRANICK) GOING TO RABAT AND DAKAR. IT WILL REQUIRE USE OF AN OFFICE TO CONDUCT INTERVIEWS. LOCAL HOSPITALITY NEED NOT BE OFFERED.

4. ADVANCE PREPARATIONS REQUESTED BY THE TEAM ARE (A) LISTS OF FSLES, WHICH INCLUDES NAME, SALARY, FUNCTION, RANK/STEP/GRADE, RETIREMENT STATUS, AND LENGTH OF SERVICE FOR EMBASSY OR CONSTITUENT POSTS;)B-A COPY OF THE POST'S FSL CLASSIFICATION AND WAGE SCALE SHOWING IN DOLLARS AND LOCAL CURRENCY, SALARIES AND CUSTOMARY BENEFITS; AND (C) A COPY OF THE LOCAL PERSONNEL HANDBOOK, IF ANY. THE TEAM WOULD LIKE TO MEET WITH THE ADMIN COUNSELOR AND/OR PERSONNEL OFFICER, INITIALLY, FOR A SHORT BRIEFING ON THE POST'S STRUCTURE AND ANY ISSUES OF PARTICULAR LOCAL SIGNIFICANCE THEY WISH TO RAISE.

5. THE TEAM IS IN CLOSE TOUCH WITH REGIONAL BUREAUS, M, A, AND M/DG IN THE DEPARTMENT. IT WILL PREPARE A FINAL REPORT WHICH WILL INCLUDE MATERIAL GATHERED ON THIS FIELD TRIP.

6. THE TEAM'S PRECISE ITINERARY WILL BE SENT TO YOU SEPARATELY ASAP. PLEASE ADVISE BY NOV. 20 IF OVERRIDING CONSIDERATIONS PREVENT YOU FROM HAVING TEAM
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PAGE 03 STATE 252661

COME IN PERIOD DECEMBER 7 - 19. KISSINGER

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 15 NOV 1974
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: cunninfx
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1974STATE252661
Document Source: CORE
Document Unique ID: 00
Drafter: JRUCHTI
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D740331-0619
From: STATE
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1974/newtext/t19741138/aaaabgby.tel
Line Count: 108
Locator: TEXT ON-LINE, ON MICROFILM
Office: ORIGIN SIG
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators:
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: cunninfx
Review Comment: n/a
Review Content Flags:
Review Date: 02 MAY 2002
Review Event:
Review Exemptions: n/a
Review History: RELEASED <02 MAY 2002 by rowelle0>; APPROVED <20 MAR 2003 by cunninfx>
Review Markings:

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EO Systematic Review
30 JUN 2005

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: VALUATION OF PERSONNEL ADMINISTRATION OF FOREIGN SERVICE LOCAL EMPLOYEES
TAGS: AFSP, FR, LI, TS, SG, MO
To: BEIRUT MULTIPLE
Type: TE
Markings: Declassified/Released US Department of State EO Systematic Review 30 JUN 2005

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